



OJUSD shall provide sick days to an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.

A family member is a:

**Child**: Child is defined as a “biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.” The definition of child applies regardless of the child's age or dependency status.

**Parent (or parent-in-law)**: Parent is defined as a “biological, adoptive or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.”

**Grandparent** (outside of kin care and FMLA/CFRA laws) / **Grandchild** (outside of kin care and FMLA/CFRA laws).

**Spouse or registered domestic partner** / **Sibling** (outside of kin care and FMLA/CFRA laws).